

Kellie Hegmann

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PROFILE

Proven HR Manager experienced at scaling teams and processes across enterprise, comfortable working cross-functionally.

SKILLS

Talent

Onboarding • Employer Branding • Recruitment • Sourcing

Operations

Benefits Administration • HRIS (Workday/BambooHR) • Payroll Coordination

People Practices

Employee Relations • L&D • Performance Management

Compliance

Workplace Investigations • Employment Law • GDPR • Diversity & Inclusion

EMPLOYMENT HISTORY

Talent Acquisition Manager — Paucek LLC (Nov 2015 - Sep 2021)

- Led recruitment for 50 roles across EMEA/US, reducing time-to-hire by 12%.
- Managed complex employee relations issues and maintained compliance with local employment law.

People Operations Manager — Orn and Sons (May 2020 - Present)

- Implemented a performance review program which improved engagement scores by 20 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 13%.
- Managed complex employee relations issues and maintained compliance with local employment law.

Talent Acquisition Manager — Von Inc (Oct 2022 - Present)

- Led recruitment for 175 roles across EMEA/US, reducing time-to-hire by 26%.
- Implemented a performance review program which improved engagement scores by 11 points.

HR Business Partner — Johns - Simonis (Mar 2019 - Dec 2022)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 9%.
- Led recruitment for 83 roles across EMEA/US, reducing time-to-hire by 24%.

HR Manager — Deckow, Ullrich and Yundt (Oct 2014 - Mar 2018)

- Rolled out benefits and L&D programs that increased retention in key teams by 6%.
- Implemented a performance review program which improved engagement scores by 5 points.
- Led recruitment for 189 roles across EMEA/US, reducing time-to-hire by 22%.
- Managed complex employee relations issues and maintained compliance with local employment law.

ACADEMIC BACKGROUND

MSc Human Resource Management, Rath, Lehner and McClure College (2011)

PROJECTS

id cui spoliatio - Managed value-added hierarchy <https://oily-affiliate.biz/>

clementia villa vox - Upgradable uniform standardization

REFERENCES

Jany Rath — Director — Derick_Grant@yahoo.com